



**The City Of**  
**Glendale, Arizona**  
**Is Seeking An Experienced**  
**Economic Development Professional**  
**To Serve As Economic**  
**Development Director**

## THE COMMUNITY

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Glendale, Arizona, the progressive and innovative city of the rapidly growing northwest Phoenix metropolitan area, is the fourth largest city in Arizona with a population of more than 230,000. Known as the home of the Coyotes NHL team and the future home of the Arizona Cardinals NFL team, the host of the 2007 Fiesta Bowl Championship and 2008 Super Bowl, and for its excellent medical and educational institutions, Glendale has gained a national reputation as an ideal place to live and work. The easy access to freeways, beautiful neighborhoods, a revitalized downtown and diversified economic base all contribute to Glendale's lifestyle.

A well-balanced business base coupled with an expanding economy make Glendale a prime Arizona location for business. The City's strong economy has outpaced national levels almost every year for 25 years. Progressive companies such as Honeywell Business and Computer Aviation Systems, HeylCorp Inc, U.S. Postal Service Remote Encoding Center, Mattel Toys, Honeywell Space Satellite Systems, and Gilbert Engineering are all located in Glendale. Luke Air Force Base is the largest fighter pilot training base in the world and Glendale's largest employer with more than 9,000 military and civilian employees.

Glendale's northwest location also places it within the Valley of the Sun's I-17 industrial corridor where many of the region's largest high technology firms and telecommunications centers are found.

The fact that Glendale is part of a vibrant metropolitan area makes it a very attractive place to live. Much of Glendale's population is young,

college educated, married and homeowners. The median age is 31 and over 45 percent have attended college. Residential options include master planned communities, luxury executive homes, older residences in tree-lined neighborhoods, and affordable starter housing.

Growth in Glendale is supported by five highly regarded elementary and secondary school districts with test scores consistently higher than the state and national averages. In addition, Glendale's own "Campus Connection" includes five institutions of higher learning including Thunderbird American Graduate School of International Management.

Downtown Glendale's modern-day transformation into a turn-of-the-century "old town" is remarkable. Today, downtown visitors are greeted with a unique shopping experience—original, 100-year old brick storefronts with shady awnings, benches, brick sidewalks, gaslights and a canopy of shade trees. Due to a large influx of antique and specialty shops in the area in the last seven years, downtown Glendale is now known as "Arizona's Antique Capital" and was named one of the best antique shopping destinations in the country by *USA Today*.

A robust economy, attractive residential developments, exciting commercial and business growth, revitalized older parts of the City and outstanding city services—Glendale boasts all the amenities necessary for ensuring a quality lifestyle.

## CITY GOVERNMENT

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Founded over 100 years ago, the City of Glendale operates under the Council-Manager form of government in accordance with its Charter.

Legislative authority is vested in a seven member City Council consisting of a Mayor elected at large, and six Council members elected by geographic districts. Council members serve four-year, staggered terms and the Mayor is elected for a two-year term. The City Manager is appointed by the Mayor and Council.

Currently reporting to the City Manager are the Economic Development Director, Police Chief, Fire Chief, Human Resources Director, Intergovernmental Director, and City Auditor. In addition, there is an Assistant City Manager and four Deputy City Managers who oversee the City's Community Development, Public Works, Administrative Services, and Community Services groups. The City of Glendale has a total operating budget of \$237 million and 1,800 employees.

## THE ECONOMIC DEVELOPMENT DEPARTMENT

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The Economic Development Department provides the full range of economic development and redevelopment services to the community including business recruitment, expansion and retention, implementation of the City Center Master Plan, and the orderly redevelopment of the City's underperforming residential, commercial, and industrial neighborhoods. The new Director will lead a staff of six and a budget of \$635,000.

## CURRENT ISSUES AND PRIORITIES

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The new Director will face a diversity of challenges. Issues and priorities include:

- **Business Retention and Expansion** – One of the Mayor and Council's highest priorities is to retain, attract, and expand quality businesses that provide jobs and expand or diversify the City's tax base. There is a particular interest in expanding the City's job base to include higher paying technical and professional jobs.
- **Downtown Development/Redevelopment** – The City has made significant strides in the redevelopment of its downtown. The Mayor and Council reconfirmed this commitment with the recent adoption of the Glendale City Center Master Plan. The new Director will be expected to aggressively pursue the implementation of this plan.
- **Community Redevelopment** – The new Director will be expected to aggressively pursue the City's commitment to promote, encourage and facilitate the orderly redevelopment of underperforming properties, particularly commercial centers.
- **Staff Development** – Two vacancies in the Department will provide the Director an opportunity to recruit new staff while developing and maintaining current staff.

## THE IDEAL CANDIDATE

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The ideal candidate is a talented economic development professional with extensive public or private sector experience as the manager or top-level assistant of a successful economic development organization benefiting a comparable community. This strong leader embraces diversity and is a team player, has the ability to manage and mentor staff, and is an

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effective communicator. Finally, the ideal candidate should bring to the position a track record of success, extensive energy and excellent interpersonal skills.

In addition to the above qualifications, the Economic Development Director should be:

- results oriented and able to see the big picture
- able to attract significant private capital and high paying jobs to the City
- able to handle a variety of priorities at the same time
- a persuasive communicator, both orally and in writing
- intuitive and quick to understand people and issues
- a motivator and coach to help staff perform at their best
- self motivated and self assured
- able to anticipate change, remain flexible, and accept new ideas
- a team player
- politically sensitive and aware

## EXPERIENCE

Significant progressively responsible experience in commercial and industrial real estate, urban redevelopment or economic development is required. Experience must include management of complex urban development programs in a supervisory capacity.

## EDUCATION

A Bachelor's degree in public administration or business, economics, urban planning, or related field is expected. A Master's degree is highly desirable as is a Certified Economic Development designation.

## COMPENSATION AND BENEFITS

The salary range for the position is \$82,163 - \$121,505. The City also provides an excellent benefit package including the following:

### RETIREMENT

- Arizona State System (employee contribution 5.7%) including pension and long-term disability

### LEAVE PROGRAM

- 11.5 holidays annually
- 10-21 days/year vacation depending on years of service
- 12 sick leave days annually

### INSURANCE

- Fully paid medical and dental insurance for employee (dependent coverage available)
- Long-term Disability insurance
- Life insurance coverage equal to salary

### ADDITIONAL BENEFITS

- Flexible benefits package
- Automobile allowance
- Credit Union
- Tuition reimbursement
- Professional development opportunities

## APPLICATION AND SELECTION PROCESS

**The final filing date is Friday, January 30, 2004.** For additional information regarding this exceptional career opportunity or to be considered for the position, please submit a cover letter with current salary, resume, and a list of three work-related references to:



John Shannon or Teri Black-Brann  
SHANNON EXECUTIVE SEARCH  
241 Lathrop Way  
Sacramento, CA 95815  
Phone 916 263-1401  
Fax 916 561-7205  
Email: [resumes@cps.ca.gov](mailto:resumes@cps.ca.gov)  
Website: [www.cps.ca.gov/shannon](http://www.cps.ca.gov/shannon)

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates with relevant qualifications will be given preliminary interviews by the consultants. Interviews will be followed by reference checks after receiving the candidate's permission. Candidates deemed qualified will be reported to the City. A final interview process will then be scheduled for selected candidates. To learn more about the City of Glendale, please visit the City Home Page at [www.ci.glendale.az.us](http://www.ci.glendale.az.us).